

RET GENDER PAY GAP REPORT: AS AT 31 MARCH 2024

1. INTRODUCTION

1.1 RET is committed to fostering an inclusive and diverse environment where staff are treated equally, regardless of gender. This report includes RET's gender pay gap data for the period ending 31 March 2024 that shows an improving position, with a reduction in the gender pay gap when compared to the period ending 31 March 2023.

2. BACKGROUND TO GENDER PAY REPORTING

2.1 Employers are required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish their gender pay gap results. The gender pay gap is not the same as equal pay, which deals with paying men and women the same for similar or equal work. The gender pay gap regulations requires employers to report on male and female employees only.

2.2 Employers must publish the results by 31 March and are based on a snapshot of data as at the preceding 31 March. By 31 March 2025 the Trust must publish data covering the period to 31 March 2024. Employers must publish the information on their own websites and on a government website (<https://gender-pay-gap.service.gov.uk/>) where the results from other organisations can also be viewed.

2.3 To fulfil the requirement, employers must carry out six calculations for their organisation to show any differences between the average earnings of men and women; it does not involve publishing individual employee's data. The six calculations are outlined below.

Calculation	Explanation
Mean gender pay gap in hourly pay	% difference between the average hourly earnings of men and women and is calculated as the sum of all hourly rates paid to men and women, divided by the number of men and women, respectively.
Median gender pay gap in hourly pay	Middle value of the pay data when sorted from lowest to highest. The median gender pay gap is the % difference between the median hourly earnings of men and women. This is found by arranging all hourly rates in order and selecting the middle value for each gender.
Mean bonus gender pay gap	% difference in the average bonus payments made to men and women. It is calculated as the total bonus payments made to each gender divided by the number of employees of that gender who received a bonus.
Median bonus gender pay gap	% difference between the median bonus payments made to men and women. Determined by listing all bonus payments from lowest to highest and selecting the middle value for each gender.
% of males and females receiving bonus payments	% of men and women receiving a bonus, which helps identify whether one gender is more likely to receive bonuses than the other.
% of males and females in each pay quartile	Pay quartiles help illustrate the distribution of men and women across different pay levels within the organisation, divided into four equal groups (quartiles).

3. RET DATA

3.1 Proportion of Male and Female Staff

3.1.1 The table below shows the proportion of male and female staff eligible for inclusion in the gender pay report in 2023 and 2024. The balance of male and female staff is stable over period at just under 70%. The

2024 increase of 0.5% in female employees is not statistically significant: 548 staff are included in the report and therefore a 0.5% increase equates to less than 1.5 full time equivalent employees.

Gender	2023 Data	Change	2024 Data
Female	69.2%	+0.5%	69.7%
Male	30.8%	-0.5%	30.3%
Total	100.0%	-	100.0%

3.2 Proportion of Staff in Pay Quartiles

3.2.1 The table below shows the split of male and female staff within each pay quartile. As shown in the previous table, just under 70% of RET's staff are female which underpins why female staff are in the majority across each pay quartile.

3.2.2 Female staff are overrepresented at the lower end of the pay range which in schools would largely comprise roles such as teaching assistants and other non-teaching support roles. Women make up 59.4% of the upper quartile, and 61.7% of the upper middle quartile.

Pay Quartile (as % of Full Pay Relevant Employees)	2023		2024		Change	
	Females	Males	Females	Males	Females	Males
Upper: 75% to 100%	59.4%	40.6%	59.9%	40.1%	+0.5%	-0.5%
Upper middle: 50% to 75%	61.7%	38.3%	61.3%	38.7%	-0.4%	+0.4%
Lower middle: 25% to 50%	71.4%	28.6%	77.4%	22.6%	+6.0%	-6.0%
Lower: 0% to 25%	84.2%	15.8%	80.3%	19.7%	-3.9%	+3.9%

3.3 Gender Pay Gap

3.3.1 The proportion of female staff increases through the upper to lower quartiles demonstrated in the previous section is the key factor driving the gender pay differences shown in the table below. The mean gender pay gap in hourly pay reduced by 0.3% in 2024 and the median pay gap reduced by 6.2%.

Measure	2023	2024	Change
Mean gender pay gap in hourly pay	18.7%	18.4%	-0.3%
Median gender pay gap in hourly pay	29.0%	22.8%	-6.2%
Mean bonus gender pay gap	-	-	-
Median bonus gender pay gap	-	-	-
% of males receiving a bonus payment	-	-	-
% of females receiving a bonus payment	-	-	-

3.4 Understanding RET's Gender Pay Differences

3.4.1 The Trust is confident there are no unexplained discrepancies in pay between men and women undertaking the same roles and carrying out the same work, and majority of gender pay differences can be explained by the following factors

- Role Type** – The Trust's workforce is predominantly female, but the proportion of women in support roles is higher than in teaching roles, and average salaries for non-teaching roles is lower. There are other structural pay differences between teachers and non-teachers that influence the gender pay differences: non teachers' pay increments are lower than teachers, pay bands for non-teaching roles are far narrower, and over the last few years teacher pay awards have exceeded non-teacher pay awards.
- Working Pattern** – Women in the UK are in general more likely to be working part time, and part time roles are generally more common in the lower pay quartiles. The Trust has as far as possible sought to facilitate flexible and part time working where possible.

3.5 Closing the Pay Gap

3.5.1 RET currently adheres to national terms and conditions for teaching and support staff, aiming to support the achievement of pay parity through nationally benchmarked pay settlements. The Trust is committed to initiatives supporting the professional growth and advancement of women within the organisation, but recognises further efforts are needed to close the pay gap. Key initiatives taken in 2024 and continuing in 2025 include:

- **Leveraging the Flexible Working Policy:** RET continues to apply its Flexible Working Policy to attract, retain, and motivate employees, fostering a more inclusive and adaptable work environment.
- **Targeted Recruitment:** Promoting diversity in recruitment campaigns and ensuring equal access to career development opportunities for all staff. The Trust is introducing new HR recruitment systems that will facilitate more effective targeting of candidates from wider backgrounds.
- **Encouraging Participation in Performance Management:** Staff across all levels, both teaching and support, are encouraged to actively engage in performance management processes that promote personal development and career growth.
- **Improving Data:** The Trust is working to gather more HR data and to expand the reporting of that data so it can review its workforce regularly and check for fairness.
- **Implement a Robust Sexual Harassment Policy:** This will demonstrate our commitment to preventing and tackling incidents of sexual harassment at work. The Trust will be ensuring all academies undertake a comprehensive risk assessment which establishes the steps that will be taken to prevent incidents occurring.